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International Young Men's Christian Assoc. College

The secretaryship as a life work

[Springfield]

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THE SECRETARYSHIP AS A LIFE WORK

INTERNATIONAL Y. M. C. A. COLLEGE
SPRINGFIELD, MASS.

Catalog furnished upon application

M.U.L. Aug. 1, '23

THE SECRETARYSHIP AS A LIFE WORK

The recognition of Christianity as a social force is one of the marked characteristics of Christian work of the present day. The church must be made an organ of social religion if it is to meet the needs of our time. We have come to recognize that society is a unit and that the aim of Christian effort is the setting up of the kingdom of God on earth.

Scarcely any office in modern life so completely exemplifies this ideal of service as the secretaryship of the Young Men's Christian Association. The secretarial staff of a modern Association occupies a position of leadership in an organization that is devoted to the spiritual, social, economic, intellectual and physical welfare of the young men and boys of the entire community which it serves.

The ability to lead in social service calls for men of large abilities and careful training. The secretary as a social minister to the men of our times must know the needs of the modern city—its religious, social and civic opportunities for service. He should be a student of conditions and understand how to get at the sources of evil as well as how to deal with individuals.

Not only are the social problems of the world different from those of a generation ago, but the young man of today realizes that he is living in a new world of thought. Religion must throw off the guise of authority and seek to minister directly to the needs of the individual man. An Association officer must learn how to present the new message that is in harmony with modern science and the results of Biblical scholarship. He must learn how to present the gospel from the modern point of view with its new power, so as to win the individual man and hasten the rule of righteousness on the earth.

In a certain sense there is no new message, for there is a permanent element in religious truth. In a real sense, however, each age must interpret the gospel message for itself and must find God and reveal Him to its own generation. The young man of today finds himself in a new world—he is living in an industrial civilization amid the splendors of a modern city. He finds on every side the material achievements of science. He is in a new social and scientific environment. Modern scholarship has reinterpreted the Bible

and the religious leader who is to give an inspiration and uplift to the young men of the present day must know the religious thought and experience of this age.

Pre-eminently an Association officer, whether he is a general secretary, a boys' secretary or physical director, is a religious educator and he should understand the problems of education. Modern religious education has taken the point of view of the student and seeks to understand the boy or young man who is to be reached. Religious education recognizes that man should be dealt with as a unit, that he must be developed in body, mind and spirit, and that the whole personality must be brought into right relations with God and one's fellow men. The young man must be developed in all his powers and these powers must be consecrated. Religion must become the dominant and unifying factor for the whole life. This broader conception of religious education demands that every officer in the Young Men's Christian Association should have a thorough training in psychology, pedagogy, the history of religion and a carefully supervised practice in teaching and other forms of service. Religious education today also recognizes that there are many avenues of approach to God. The religious educator must not only know the Bible and how to teach it, but he must know the human heart, the universe in which men live and the social needs of the present time. In addition to the Bible he must use other materials of religious education such as life problem courses, courses in social service, God in nature, God in the human mind, hygiene and sex instruction. He must know the educational value of clean sport, of plays and games and of all the varied means of moulding character which modern pedagogy has brought within our reach.

There is today a new and larger conception of personal work. The old idea of personal evangelism often failed to deal with the individual as a unit and simply sought to awaken his spiritual nature. An adequate conception of personal work or personal service means an ability to help a young man wherever he may be in need. The physical director in the examining room, the educational director in interviewing a student, the employment secretary in the presence of an applicant are just as much engaged in personal work as the leader who talks with the young man after an evangelistic meeting. This broader conception of personal work and the ability to conduct a personal interview make exacting demands upon the Association officer and call for a man of personality, insight and spiritual power. Jesus "needed not that any one should bear witness concerning man for He Himself knew what was in man."

Not only for vocational guidance but for personal help the Association officer should know the laws of the mind, the laws of growth, the varieties of religious experience and the dominant mental types which prevail among his fellow men.

The Association officer must also know the community in which he lives. An unrelated work is sure to be feeble. The Association is a civic enterprise to which has been entrusted large property interests and financial support. The community has a right to expect an adequate service in return. Duplication of effort and competition with existing agencies will not long be tolerated. An Association officer must know how to make a survey of the community which he serves and to become a dynamic factor in its life. He needs the prophetic spirit. He must also recognize his interdenominational position and should know the history of the Christian church and the significance of the religious movements out of which the present has evolved.

It will thus be seen that in social service, religious education and in a knowledge of modern life and thought the secretary for the present day must be equipped as never before if he is to be of use in the Young Men's Christian Association.

An Association officer is not only a religious leader, he must also be an executive. The special characteristic which differentiates the secretaryship from the ministry and many other lines of Christian work is the quality of being able to bring things to pass. Just as the minister is pre-eminently a preacher, as a professor is pre-eminently a teacher, so the Association officer is pre-eminently an administrator and an executive.

Business ability is necessary in all departments of Association service. An Association secretary should be trained in modern business methods. Efficiency is the watchword in administration today. Cost accounting and a careful estimating and testing of every department is demanded by boards of directors and committees. An Association officer must know how to conduct an office and organize it systematically. He must know how to manage an organization, how to report existing conditions in an intelligent and forceful manner, how to enlist committee service and lead boards of directors and also his associates on the employed force in the particular specialty which he represents. He also has an important relation to the public and must understand the problems of publicity and of influencing the public mind through the press, the pulpit, the schools, the municipal government and other means.

A secretary is today in most Associations one of a numerous staff and he must learn how to be a team man. A Young Men's Christian Association may be compared to a modern Christian university—more popular and less thorough in its methods because it has not the continuous opportunity of the class room but similar in aim and service. The university is organized with a board of trustees, a staff of employed officers and a body of students. It aims to train its students to be effective citizens in the kingdom of God, it has a difficult financial problem and an important relation to the public. In much the same way a modern Young Men's Christian Association is organized with a board of directors. It has an employed staff of officers of which the general secretary as chief and the others as heads of departments have clearly defined spheres, as do the professors on a faculty. An Association has a membership which may be compared to the student body of a university. It also aims to fit its members to be effective citizens in the kingdom of God, it has a large financial and administrative problem and like the university an important relation to the public.

It will thus be seen that the Association officer must be a man of business ability and executive power as well as a religious leader.

He should also have a thorough technical knowledge. He should know the Young Men's Christian Association, its history and development and the particular department for which he is to be responsible. The Young Men's Christian Association came into being on account of the great industrial revolution in the social habits of the race which began with the discovery of steam power something over one hundred years ago. Sociologists point out as the greatest social factor of modern times the tendency of mankind to leave the country and pour in an unceasing stream into the city. The industrial revolution created the modern city and the city is the home of an increasing proportion of the young men of today. The city, socially, educationally, economically, religiously and politically has become the dominant factor in modern life. This is true of the great industrial nations of the world and is rapidly becoming true in all lands.

If we can set up the kingdom of God in the city as our fathers set it up in the rural civilization of the past we will have solved the greatest problem before the church at the present time. The largest and most important element in the population of the city is made up of young men. While only one in seven and sometimes one in eight of the population in the rural districts of the United States are of military age, in cities of 25,000 the proportion is one in six, in cities of 100,000 one in five and in the larger cities, particularly in the west, it approaches one in four.

The country no longer needs the labor of young men as it did a generation ago. A missionary in Armenia recently reported the introduction of an American harvesting machine which could do the work of eighty men as the Armenians had been accustomed to perform it. A prominent economist declares that one western farmer in America with four hundred laborers can produce as much wheat as five thousand French peasants are producing by old methods. The city has become the ruling force in modern life and the dominant element in the population of the city is made up of young men. The secretaryship of the Young Men's Christian Association offers the strategic position for religious work today because the Association is working for the most influential class of the modern city. Through the hands of the young men of our cities must soon pass the wealth, control and the destiny not only of this country but of other lands. The Young Men's Christian Association does not call for a large number of employed officers, but it demands picked men. It calls for the best in heart and brain that the world affords. There are now in the United States and Canada 3,700 employed officers. About 900 of these are in subordinate positions at modest salaries and with a range of duties which do not require a special training, but the 2,800 men who are general secretaries and heads of departments have such large responsibilities, such wide opportunities for service and need such a special knowledge of the work to be done, the organization to be administered and the communities to be served that only the most thorough education and training can equip them for successful service. The employed officer of the Young Men's Christian Association has an opportunity for a life work of surpassing usefulness.

The Association is becoming the center for Bible study and training in Christian work for the young men of our cities. It is the leading agency for physical training in America, it has the largest body of students in evening classes under one organization outside of the public schools. It offers an opportunity to minister to the physical, social, intellectual and spiritual needs of the young men of our cities.

Among the large groups of men who have been drawn together by the development of modern industry are the men employed by the great railroad systems of this continent. Nearly

one million men are thus engaged. They form a community by themselves. They live in a section of the city of their own. They are apart from the ordinary influences of the church. One of the greatest services of the Association has been to inaugurate a work among these men. Over five hundred of the employed officers of the Association are in this department.

There are four million wage earners in this country who are employed in manufacture. They embrace many nationalities, many are connected with no church and a comparatively small proportion are Protestants. The Young Men's Christian Association, on the plan of the railroad work, has been invited at various places to organize work among this large and important body of men. At Wilmerding, Pa., at Proctor, Vt., at Lorain, Ohio, and in a number of other places manufacturing establishments are maintaining Young Men's Christian Associations organized among their employees.

Institutions of learning also assemble important bodies of young men. There are over two hundred thousand young men in the colleges, universities, professional schools and academies of this country. They are to be the leaders in the professions and the higher walks of business. The Student Young Men's Christian Association is the most vital factor in the religious life of the colleges today.

The American army and navy have enlisted over one hundred thousand men. They are away from home, they are subject to special temptations, they are without the ordinary influences for religious uplift. It is one of the greatest triumphs of Christianity that the Young Men's Christian Association has been so successful among this important and needy class of men.

The Association began its work for young men, but it has come to recognize that to succeed it must commence its effort at the time the boy begins to be a man — at the dawn of adolescence. There are almost as many boys between the ages of thirteen and eighteen as there are young men in the Association's field. This work, which already enlists over one hundred thousand boys, is now carried on by over eight hundred different Associations. A number of these report buildings especially used for this purpose and over three hundred employ boys' secretaries.

The crowding of population into the cities has created a rural problem. The depleting of the country often of its most aggressive young men has brought about a serious condition. While the city is the attractive magnet which draws the young men

of our day, it still remains true that more than the majority are in the country. For many years attempts have been made to reach the young men of the farms and the small towns. The county organization has proved a successful plan for being helpful to this vast body of young men and already in seventeen different states and provinces effort of this kind has been undertaken.

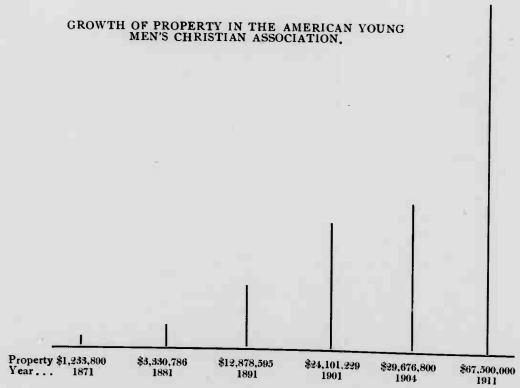
In non-Christian lands there are many millions of young men who not only have not the gospel of Jesus Christ, but are subject to the temptations and the moral degradation of a belated civilization. It is a striking testimony to the value of the American Young Men's Christian Association that it is the Associations of this country which have been invited by the missionaries of these fields to establish Associations for young men. Over one hundred secretaries are now in the field sent out by the American International Committee.

The young men of the modern city, of the railroad and other industries, of the army and navy, of the college, of rural communities and of non-Christian lands present one of the most important fields for Christian activity before the modern church. The agency which has been most successful in ministering to the various needs of these large bodies of young men is the Young Men's Christian Association. The secretaryship is one of the most inviting fields of labor open to a Christian young man. There are now 8500 Young Men's Christian Associations in the world. These have a membership of 1,000,000 boys and young men. They own a property valued at $70,000,000 and are served by over 4,000 employed officers.

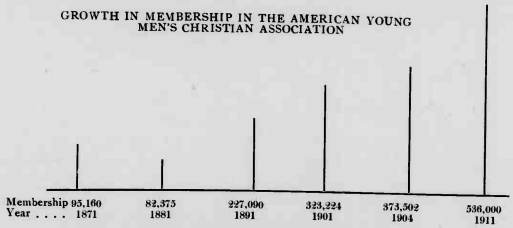
Some idea of the rapid development of the Association and of the staff of employed officers may be seen from the tables on the following page. These tables refer only to the work in the United States and Canada.

The growth of the Young Men's Christian Association has specialized the work of its employed officers. At first there was only one agent, who to a limited degree performed all the services which have just been described. Then came the assistant secretary to whom many of the details of the work were delegated. As the work was organized over an extended territory and the different Associations were affiliated together, international supervisory agents were appointed, known as secretaries of the International Committee, who had a general oversight of the local work. Then came the appointment of state secretaries who supervised the work of state committees. The growth of the physical department created the office of the

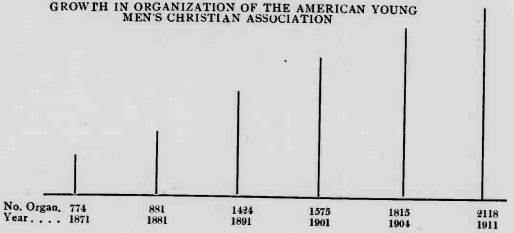
GROWTH OF PROPERTY IN THE AMERICAN YOUNG MEN'S CHRISTIAN ASSOCIATION.



GROWTH IN MEMBERSHIP IN THE AMERICAN YOUNG MEN'S CHRISTIAN ASSOCIATION



GROWTH IN ORGANIZATION OF THE AMERICAN YOUNG MEN'S CHRISTIAN ASSOCIATION



physical director. The educational work called for an educational director and the organization of branches called into being the secretaryship of the branch Association. The organization of the boys' work has created the office of director for the work for boys which is growing rapidly as will be seen by the following table:

1890	4	Boys'	secretaries
1895	17	"	"
1902	65	"	"
1904	107	"	"
1911	321	"	"

The army and navy work, the work among men engaged in industrial pursuits, the county work and the work for young men in foreign lands have tended to still further specialize the secretaryship. The development of the branch system in large cities created the office of metropolitan secretary. In Chicago 79 employed officers are under the supervision of one metropolitan secretary, in Brooklyn there are 68 men under one administration and in New York City a total of 106.

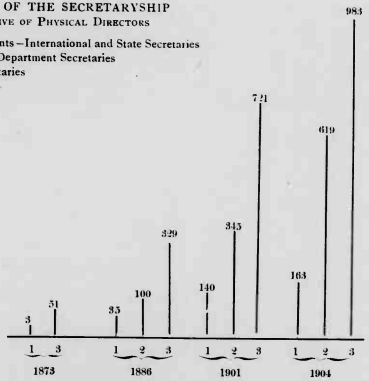
The chart on the following page shows the growth of the secretaryship during the past thirty-nine years. This does not include the physical directorship. At this writing (1912) there are 3,700 positions in Young Men's Christian Associations on this continent which need to be manned.

What kind of men are needed to fill the office of the secretaryship? This can be inferred from what has already been said. There is room in the secretaryship for a career of surpassing usefulness. It demands the best young men that business life and the colleges of this country can produce. It offers opportunities for the religious zeal of the ministry, the enterprise of the business man and the administrative qualities and versatility of the college president. No man has yet appeared too good or great for this office. It will give the Christian young man who enters it an opportunity for the exercise of all his best qualities. The secretaryship does not call for a large number of men. When the first secretary was employed in London, there were sixteen applicants for the position. The International Committee has a long waiting list of men who would like to enter the work of the Young Men's Christian Association. When a secretary in a town of forty thousand resigned recently, there were over twenty local applicants for the position. Most of these had little idea of the responsibilities or duties of this

GROWTH OF THE SECRETARYSHIP

EXCLUSIVE OF PHYSICAL DIRECTORS

1. Extension Agents – International and State Secretaries
2. Assistant and Department Secretaries
3. General Secretaries



In 1911 the Year Book showed 241 men in state and international supervision; in local work 570 department heads other than physical directors; 977 assistant secretaries and 1129 general secretaries. There were reported also 106 men on the foreign field and 660 physical directors. The total number of positions calling for employed officers numbered 3,703.

important office. In fact, no one of these men was appointed. The Association, through its international and state committees and metropolitan secretaries, has an elaborately organized system for seeking out suitable men for Association service, and yet it is exceedingly difficult to find the right kind of men and to properly place them.

The young man who wishes to enter this office ought in some way to have shown adaptation for it. He should have developed some leadership in Christian work among his associates, either in the Young People's Society, in the Sunday School, in his own Young Men's Christian Association, in college or in the church. He ought to have enough business experience to show that he has aptitude for business affairs. It is desirable that he should begin this service as a young man. He must be a man of sterling worth and earnest Christian character, an alert, up-to-date twentieth century young man with enough of vision to see in this field an opportunity for great usefulness. He may come from the city, the country, the college, the store, the business office, the factory or from other professions, but he must have the qualities which bring things to pass, the Christian life and the force of character to make him effective in leadership. The man with ability as a speaker will be in demand for the traveling secretaryship or will find ample opportunity in the local Association. The Bible student who can lead any considerable proportion of the young men of a city into a knowledge of the Bible will find a field of activity that will absorb all his powers. The student of society who wishes in a practical way to help his fellow men will find in the Young Men's Christian Association an agency for social betterment which is vitally touching the problems of the employer and the employed, the questions of good citizenship and the complex problems of modern life. He will find in the study of the city a great opportunity. The young man of social gifts can use in the Young Men's Christian Association all his ability for influencing men. The secretary can become a specialist in the art of making friends. The young man with business gifts will find a sphere in which all his powers of organization and enterprise will be needed to the utmost. The secretaryship invites to a strenuous life of service the best young men which the church can produce.

A young man who is to enter this work ought to have a real love for it, to feel that it is his opportunity, and if God opens the way he ought to enter it with courage and a deep joy. President Eliot of Harvard says, "When the revelation of his own peculiar tastes and capacities comes to a young man, let him reverently give it welcome, thank God and take courage. Thereafter he knows his way to happy, enthusiastic work, and, God willing, to usefulness and success."

What should be the preparation of a man who is to render the best possible service in the Young Men's Christian Association? Young men with the qualities already described have entered Association work in the past without further preparation and met with success. The executive quality is particularly one which grows with use. The seat of it is in the will and the development of this faculty accompanies maturity. However, with the wonderful growth of the Young Men's Christian Association, the great increase in its responsibilities, its property and its administrative functions, it is becoming less and less possible for even a young man of marked talent for this particular line of service to take it up at the point to which others have brought it and succeed unless he is well prepared. During the past thirty years it has often been necessary to press into the service promising young men wherever they could be

found, but this has been a costly process. During the years from 1880 to 1900 over 4,000 young men entered the ranks of the employed officers of the Young Men's Christian Association, but at the close of that period only 1,500 remained in the service. The rude law of the survival of the fittest has operated unceasingly. This is, however, an expensive method of preparing men. The mistakes of untried men have wrought much injury to the Association cause.

The chief reason for the failure of so many men who have entered Association work in the past has been from a lack of proper preparation and training. The experience of the Association in this respect is not unique. President Eliot has said, "As a people we do not apply to mental activities the principle of the division of labor, and we have but a halting faith in special training for high professional employments. The vulgar conceit that a Yankee can turn his hand to anything, we insensibly try to carry into high places, where it is preposterous and criminal. What amount of knowledge or experience do we habitually demand of our legislators or diplomatists? Only after years of bitterest experience did we come to believe the professional training of a soldier to be of value in war. This lack of faith in the value of a discipline concentrated upon a single object amounts to a national danger."

The elements which should enter into the training of an Association officer should be as follows:

(1) A liberal education which will give him mental culture and bring him in touch with the intellectual heritage of the race.

(2) A religious education which will fit him for religious leadership and social service.

(3) A training in business methods which will fit him for executive work.

(4) A technical knowledge of the work of the Young Men's Christian Association and particularly of the special department he is to serve, whether this be the work of a general secretary, religious work director, educational director, boys' secretary, county secretary or physical director.

The best opportunity to secure this varied specialized training is found in a vocational school. The International Young Men's Christian Association College of Springfield, Mass., was the pioneer institution created for this purpose and since its founding in 1885 this College has steadily developed and enriched its courses with this great aim in view. The College at Springfield offers opportunities for a liberal education, a religious education and a technical training for the various phases of

Christian work among boys and young men. It is a college which gives both liberal training and vocational courses.

For many years in the ministry, in medicine and in law young men preparing for these callings studied with individual pastors, physicians or lawyers. The young divinity student made calls with his pastor, worked in his study and helped in the public service of the parish. The medical student accompanied his master as he visited patients and the young law student attended court with his instructor. This method gave practical experience, but the student was limited to the direction of one leader and it was found that men engaged in the active practice of their profession could give but scant time to the instruction of students. So it came about gradually in the law, in theology, in medicine and later in teaching that schools were established for the training of men for these important callings. It has been found that preparation for a life work is of such vital moment that it cannot be left to the casual hours of men who give their chief thought and energy elsewhere.

It is also recognized that before entering upon a career it is exceedingly valuable that a young man should study deeply and master thoroughly the great principles which lie at the basis of the calling he is to pursue. President Gilman has said, "Lawyers are too often trained simply for getting on at the bar and find themselves unprepared for the higher walks of jurisprudence and statesmanship." President Walker once said, "We must subordinate the acquisition of the knacks of a trade and mere technical devices to the study of principles."

When the College at Springfield was established the Association had already worked out its fourfold ideal of service for the all-round man. The curriculum of the College has been based upon the Association's ideal of ministering to the needs of young men in body, mind and spirit. The instruction first given was chiefly in methods. The experience has been similar to that in the general realm of technical education.

In his inaugural address at Yale, in 1899, President Hadley said: "Down to the early part of the nineteenth century professional study was largely done in private, in the office of some successful lawyer or doctor or in the study of some experienced minister. Even when schools of theology, of law or of medicine were established, they at first occupied themselves largely with teaching the same kind of things that might have been learned in the office by the old method. But about the middle of the present century a new and more enlightened view of technical training arose. It was seen that a professional school did its best work when it taught principles rather than

practice. Instead of cramming the students with details which they would otherwise learn afterward, it was found much better to train them in methods of reasoning which otherwise they would not learn at all. This study of principles to be thoroughly effective necessarily occupies several years."

Gradually around the courses in Association methods developed courses regarding the habits, lives and characteristics of young men — a study of humanics. The College became a real center of Association learning. It has done much to contribute to the literature of the Young Men's Christian Association. This work presents an unexplored field for original study and research. President Gilman held that "the best teachers are usually those who are free, competent and willing to make original research in the library and laboratory. The best investigators are usually those who have also the responsibilities of instruction."

The course of study at Springfield falls into two general divisions: *First*, how to know men—the study of man. *Second*, how to reach men—the study of methods.

The basis of the curriculum is the study of man. The College recognizes also that the Association is primarily a religious undertaking. The study of the Bible, of church history, of ethics and the principles of religious education are given a large place. Every student devotes one hour a day during two years to an inductive study of the Bible itself; not to books about the Bible, but to an actual, systematic, severe, inductive study of the text. This is an opportunity impossible in the assistant secretaryship and not offered in the usual college course. One period daily for a year is devoted to a study of the history of the great movements and leaders in the church and another to religious education.

For men desiring to become religious work directors there are unusual opportunities offered by the College. Such students take the regular secretarial course, a special seminar is conducted in religious work, and through theses the study of religious pedagogy, the Bible, methods of religious work for boys and young men and through normal practice an unusual opportunity is offered. Many religious work directors in the past have had a good education and a knowledge of religious history and the Bible, but they have failed to understand the problems of the Young Men's Christian Association and how to deal with the adolescent boy. The courses at Springfield are of particular value in this direction.

Students desiring to become educational directors will find opportunities of particular attractiveness in the courses at

Springfield. The study of pedagogy, the history of education, psychology, sociology, the psychology of the crowd, and the opportunities for observation of educational work in the schools of Springfield are of particular value. Arrangements have been made with the Boston Association and with the Massachusetts state committee for special instruction in methods in the educational department. It is particularly necessary with educational directors as with religious work directors that they should know the problems of the Young Men's Christian Association and a course of study at Springfield will equip a man effectively for successful leadership.

For the county work unusual opportunities are now offered by the College. Students who wish to become county secretaries will take the regular secretarial course. They will become familiar with the physical approach to young men with such games and athletics as are suitable for rural communities, and they will take the regular courses in religious education and in Association methods. Arrangements have been made with the Massachusetts Agricultural College at Amherst by which one semester can be taken at that institution. During this semester the problems of rural life, rural economics and other studies which bring the student into close touch with the religious, social and industrial situation in the country can be pursued. By this arrangement we believe the best possible equipment for the county secretaryship is now offered by this College.

Next to the number of men in the secretarial and physical courses the largest group of students at Springfield is found in the course for workers among boys. The College aims to provide a complete preparation for men who would work among adolescents in the Young Men's Christian Association, in boys' clubs, in social settlements, or as physical directors in academies and high schools or as playground superintendents. Students who wish to become secretaries of boys' departments take the work of the secretarial course and in addition certain branches in the physical course such as physical diagnosis, playground methods and community hygiene. A special seminar for the study of adolescent problems is conducted by a member of the faculty. There is also a seminar under the leadership of an experienced teacher in sex hygiene which aims to fit the students to give instruction in sex matters.

Students desiring to fit for the foreign field will find excellent opportunities for training at the College. In the past young men have gone directly into foreign service upon graduating from A. B. or B. S. courses without any special training for Association work. This was possible during the pioneer

period of the missionary endeavor, but with the erection of large buildings and the development of a well organized city work in mission countries it has become necessary that representatives in the foreign field should be well trained in the methods of a modern Young Men's Christian Association. They should also have a far more extended religious education than is offered in undergraduate courses. The study of comparative religions, the history of Christianity, a scholarly study of the Bible and a mastery of religious pedagogy and genetic psychology are vital elements in the preparation for foreign work. At Springfield there are some twenty-five students from countries outside the United States and Canada. These men from foreign lands have a real contribution which they can make to the preparation of a prospective missionary secretary.

Graduates of other colleges will receive recognition at the College at Springfield for work done elsewhere and will be admitted to advanced standing. It usually requires two years for a man with a bachelor's degree to secure the religious education and master the technical training offered at Springfield. College graduates will be particularly interested in the normal practice work and the study of business administration offered at the Springfield College.

A commission of Association secretaries, after a year's study on the subject of vocational training, reported at the employed officers' conference held at Columbus in June, 1911, that college graduates were twice as likely to succeed as Association officers if they secured a technical training. Only one college graduate in four who enters Association service without a technical training remains five years. Graduates of the Springfield College remain three times as long on the average as men entering Association service from other spheres in life.

The second division of the curriculum at Springfield is devoted to a study of methods or how to win men. A detailed study is made of the methods which have been found successful in the various departments of the Association. Prominent specialists are invited to visit the College from time to time and speak upon different phases of work. These visits have been systematized in recent years in the form of seminars and institutes. At these seminars topics are discussed both by students and by visiting specialists. In the physical course seminars are held on various phases of physical education. In the secretarial course work is done in the secretarial seminar on general Association problems, in the boys' work seminar

COURSE OF STUDY

STUDY OF MAN—HOW TO KNOW MEN

PHYSICALLY

Anatomy
Histology
Physiology
Philosophy of Exercise
Physiological Examination
Anthropometry
Physical Diagnosis
Prescription of Exercise
History and Philosophy of Physical Training
Hygiene
Personal
Community

INTELLECTUALLY

Psychology
Physiological
Genetic
General
Pedagogy
Ethics
History of Philosophy
English
Literature
Composition
Public Speaking

SOCIALLY

Sociology
Genetic
General
Social Psychology
Economics
History
Political Science
History
Social
Industrial

SPIRITUALLY

Bible
Old Testament
New Testament
Biblical Geography
History
Comparative Religions
Church
Association
Religious Education
History
Principles
Materials

STUDY OF METHODS—HOW TO REACH MEN

SECRETARIAL

Theory—
Organization and Field
Principles of Physics
Building and Equipment
Local Work by Departments
Special Classes of Men
Agencies for Supervision and Extension
Lectures by Specialists
Practice—
Gymnasium and Field
Field Work in Schools
Field Work in Associations
Theses
Tours and Conventions
Institutes
Religious Education
Social Service

PHYSICAL

Theory—
Construction
Equipment
Organization
Gymnastic Pedagogy and Nomenclature
Lectures by Specialists
Practice—
Gymnasium and Field
Laboratory
Practical Work in Associations
Theses
Tours and Conventions
Institutes
Religious Education
Social Service

BOYS' WORK

Theory—
Based on Study of Boy
Physically
Psychologically
Socially
Spiritually
Lectures by Specialists
Practice—
Gymnasium and Field
Field Work in Schools
Practical Work in Boys' Clubs
Theses
Tours and Convention
Social Service
Religious Education
Institutes

on the special problems of adolescence, and in the seminar on sex hygiene on the problem of sex instruction. These seminars aim to do original work and are likely to be more largely developed in the future.

The institutes, covering from two to four days, one each term, are usually conducted by the department heads of the International Committee and aim to give a thorough, up-to-date study of the newest methods of work. During a student's three years' course at Springfield he has the opportunity of attending nine such institutes and to be brought into touch with many of the leading thinkers of the present day.

The junior and senior trips furnish another opportunity for the students to become acquainted with vital social and religious service as it is carried on today. In the junior year the entire class spends three days visiting the Associations and similar agencies in Greater Boston. The splendid new building of the Boston Central with its 5,000 members and the Associations in the adjacent suburbs furnish an admirable object lesson. The class also visits the Association at Harvard University, social settlement work in Boston and the leading boys' clubs.

In the senior year an extended tour of ten days is made, visiting the Associations and similar agencies in New Haven, Bridgeport, Greater New York, Philadelphia and Washington. These tours are carefully arranged and are a thorough comparative study of Association work.

The religious work institute among boys and young men carried on under the auspices of the College is a practical laboratory for training in religious work among boys and young men. It is the policy of the College to throw open its plant for the use of the boys and young men of Springfield for religious, social and physical education. In the neighborhood of a thousand young men and boys take advantage of these privileges, and college extension courses taught by the students in religious education, social service and physical training furnish an ideal opportunity for normal practice. The newer methods of approach to boys and young men are freely undertaken.

Outside of the College in the city of Springfield a large amount of Christian work is carried on by the students. The past year 126 students served as teachers in Bible classes, 42 report having given religious talks, 33 were working in boys' clubs, 23 taught classes in English to foreigners and 13 report social service in other ways. About 100 students have rendered assistance in connection with the Sunday School Athletic

League which carries on its athletic work in the College gymnasium.

The following letter indicates what one of the undergraduates is doing:

"In answer to your request,'What are you doing in normal work this year,' I would say:

"At present I am teaching a class of thirty young men, ranging in ages from eighteen to twenty-six years. They are very regular in attendance. I have also helped some of the boys to unite with the church.

"The class gave a turkey supper this last month and cleaned up over $150.

"They also give $100 each year to the voluntary support of the church, and this year for the first time we contributed to the foreign work of the International Committee.

"By a written protest the class communicated through a committee with the mayor of the city who acted directly on that protest and stopped the sale of the notorious *Chicopee News*, which was afterwards prohibited in Springfield.

"The class maintained a summer camp this last year for six weeks under the care of another College student and myself. Equipment amounting to over $200 was bought.

"I have also had two dramatics in the last year with the help of the young ladies' class.

"The class held two socials last year.

"At the beginning of this year two of the boys in my class took classes for smaller boys in the Sunday School. Most of these boys are high school boys. Four are preparing for college—one for Harvard, one for Worcester Tech, two for the University of Pennsylvania.

"The course of lessons has been changed by your advice and life problems and heroes of the Bible were substituted. Part of the class is in voluntary church work and service. One of the boys comes to the College this year, also three others who are teaching in the Sunday School are College students.

"I wish to add also that your course in psychology has greatly helped me in dealing with these young men, especially in regard to the subject of leadership, vocations and sex questions.

"Am also teaching clay modeling at the Boys' Club one night per week. This class is made up of Irish, Jewish and Italian boys from twelve to sixteen years of age."

Regular credit is given the students for practical work, and a certain number of points are required each year. Students

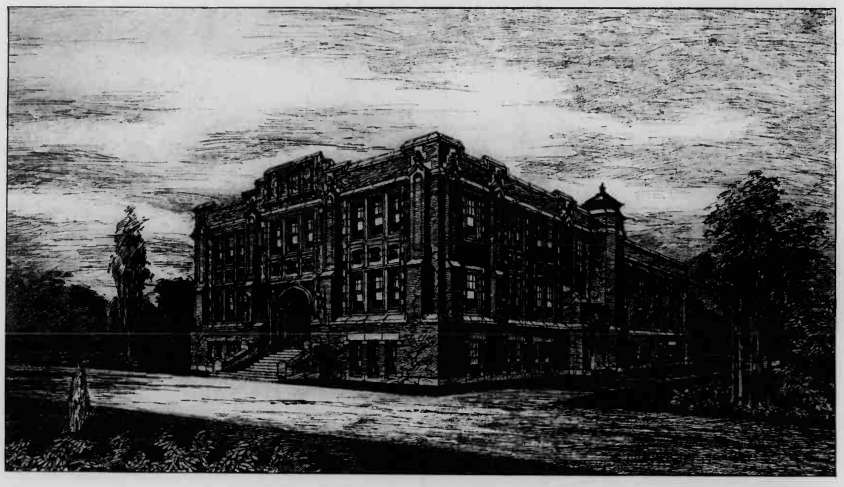
who have had this experience elsewhere will be credited with the work they have done, but this work must be satisfactorily vouched for and passed upon by a committee of the faculty. College students who have had no experience in city work will find this carefully graded and supervised plan of normal activities of immense value in fitting them for efficient service.

By vote of the Massachusetts legislature the degrees of Bachelor of Humanics (B. H.), and for advanced work the degree of Master of Humanics (M. H.) are given to properly qualified graduates. Degrees are only granted to students who have had a four years' high school preparation or its equivalent before entering, or who have advanced standing. A candidate for a degree must also reach a grade of 80% in his class room work and present an original thesis with a grade not lower than "worthy of praise."

Graduates of the physical course may secure the degree of Bachelor of Physical Education (B. P. E.), and for advanced standing the degree of Master of Physical Education (M. P. E.).

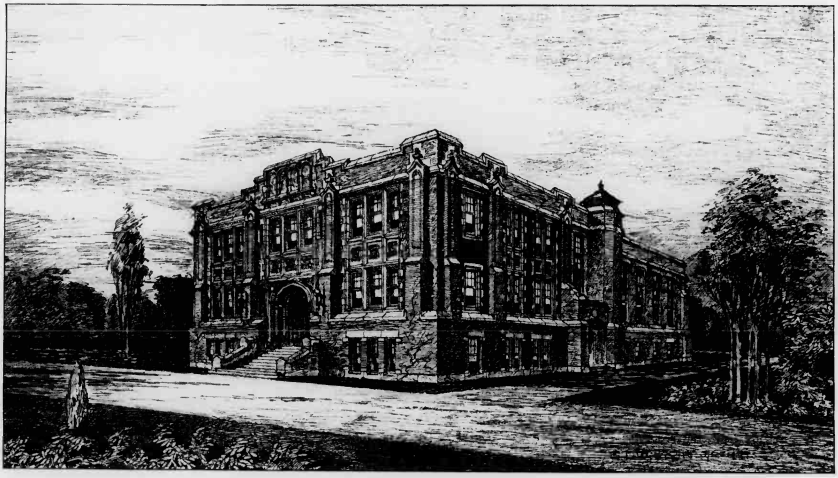
The Springfield College with its splendid equipment, its large group of students fitting for allied lines of service, its faculty of specialists, its carefully worked out courses of study, its high traditions of manhood and Christian living and its exacting standards of scholarship furnishes an unsurpassed opportunity for liberal training, a religious education and a technical equipment for Association service as a life work.

The College and Its Alumni



The New Library Building

Class Day Procession



The New Library Building

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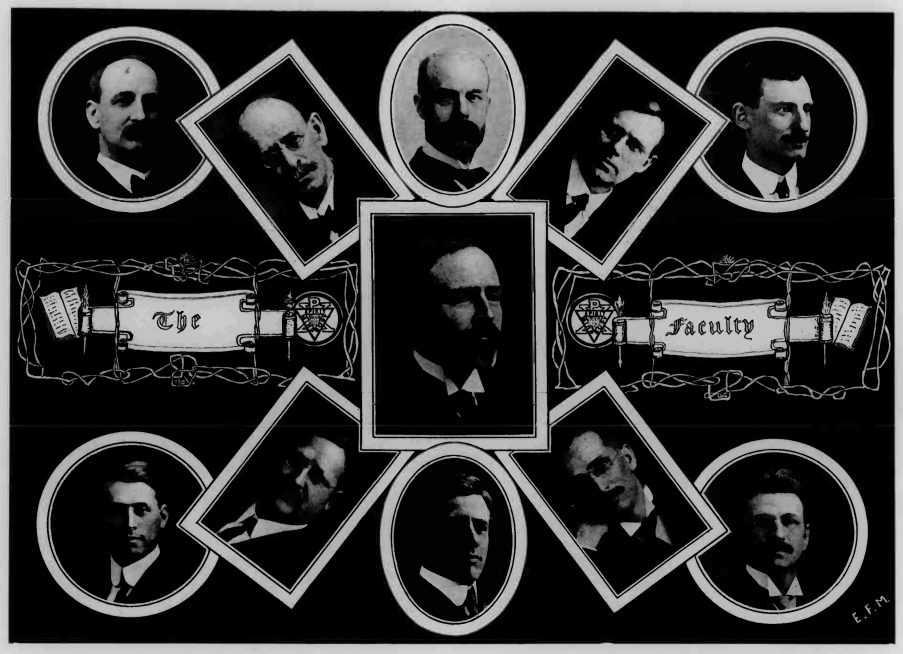
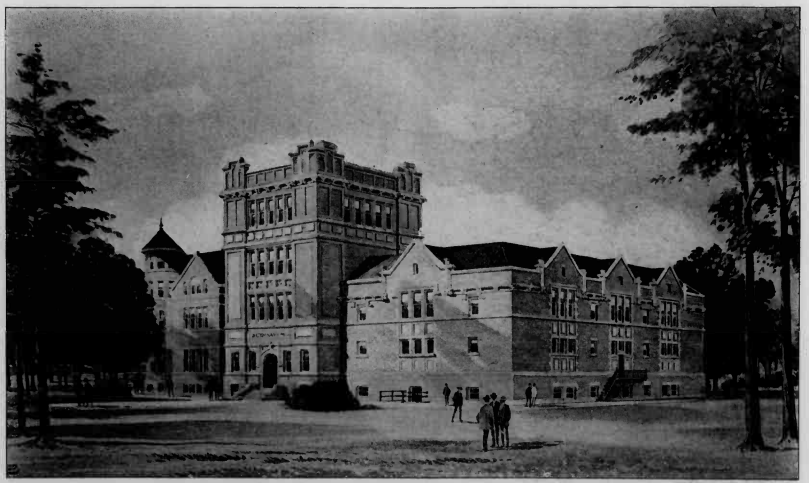
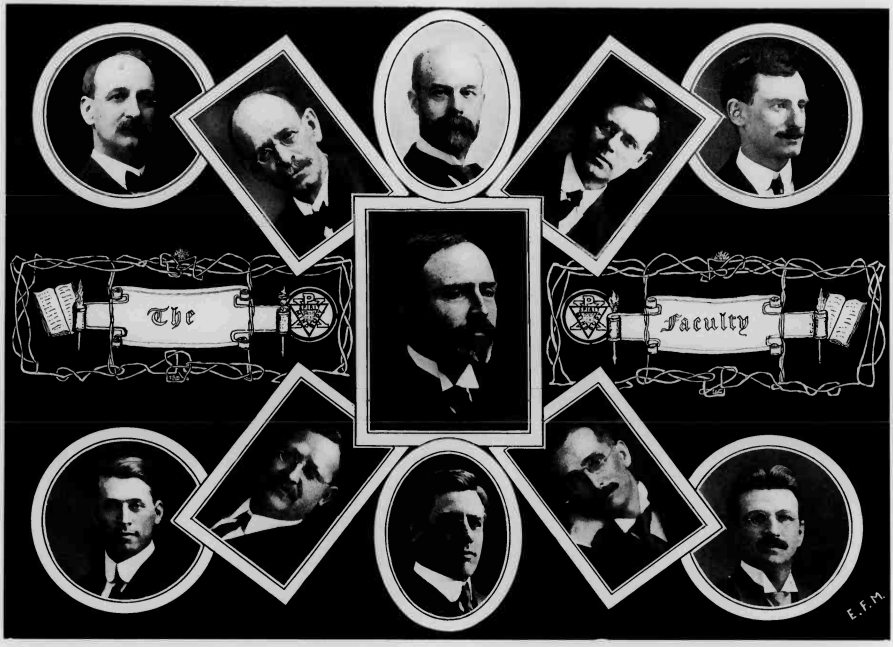
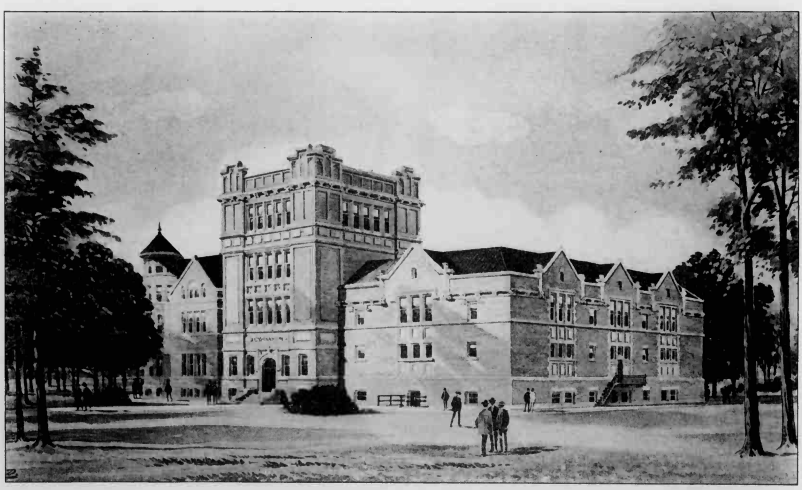


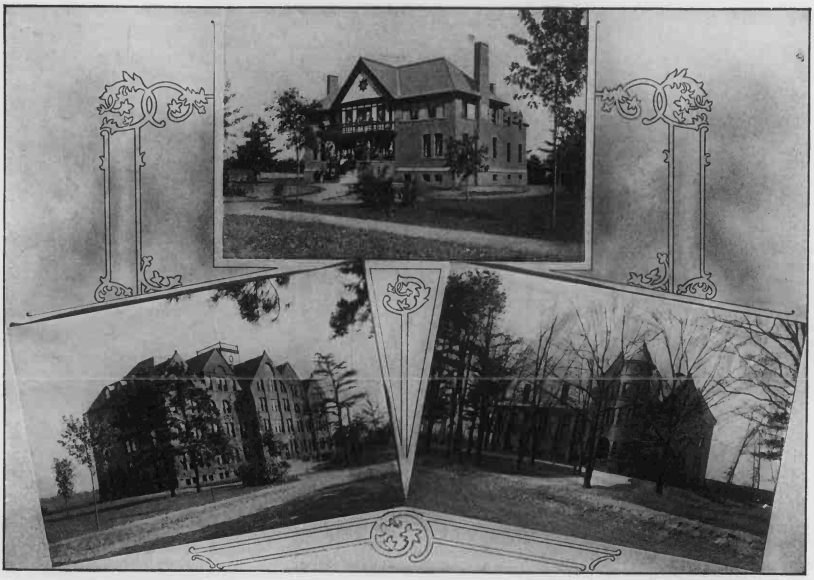


New Gymnasium

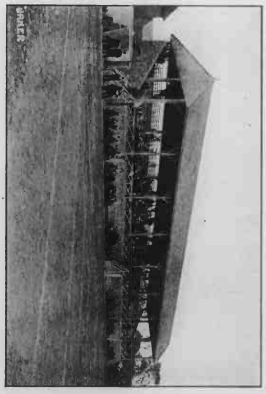




New Gymnasium

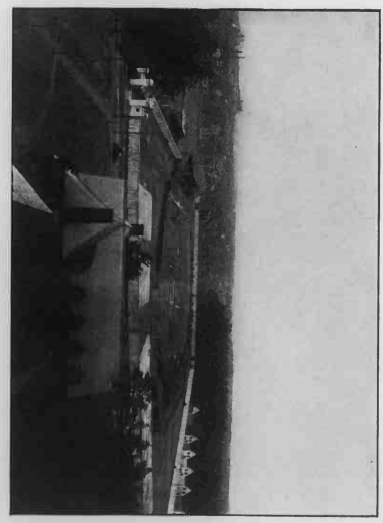


28 Administration Building Woods Hall East Gymnasium

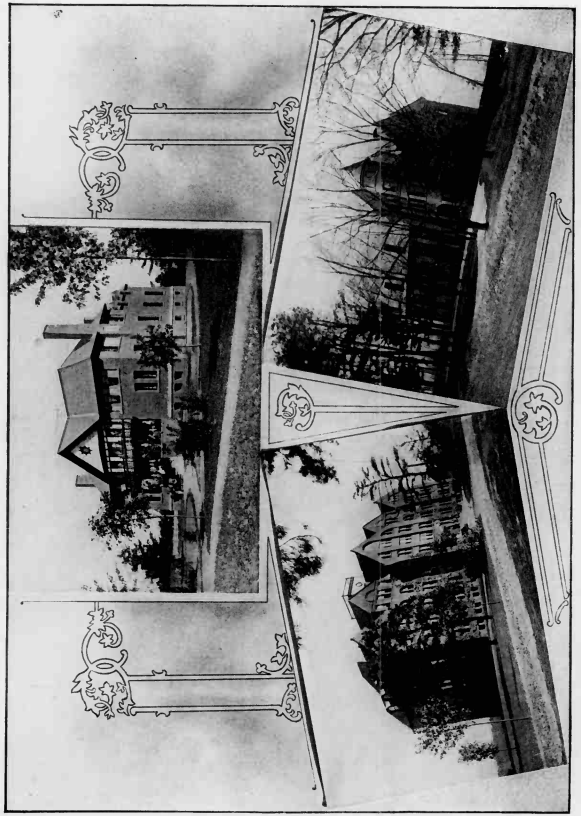


Grand Stand

29



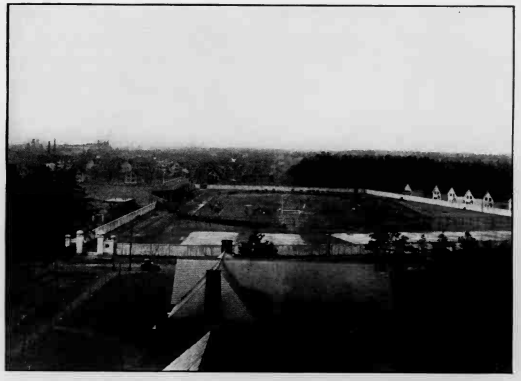
Pratt Athletic Field



East Gymnasium

Woods Hall

Administration Building



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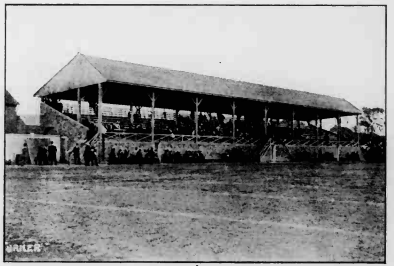
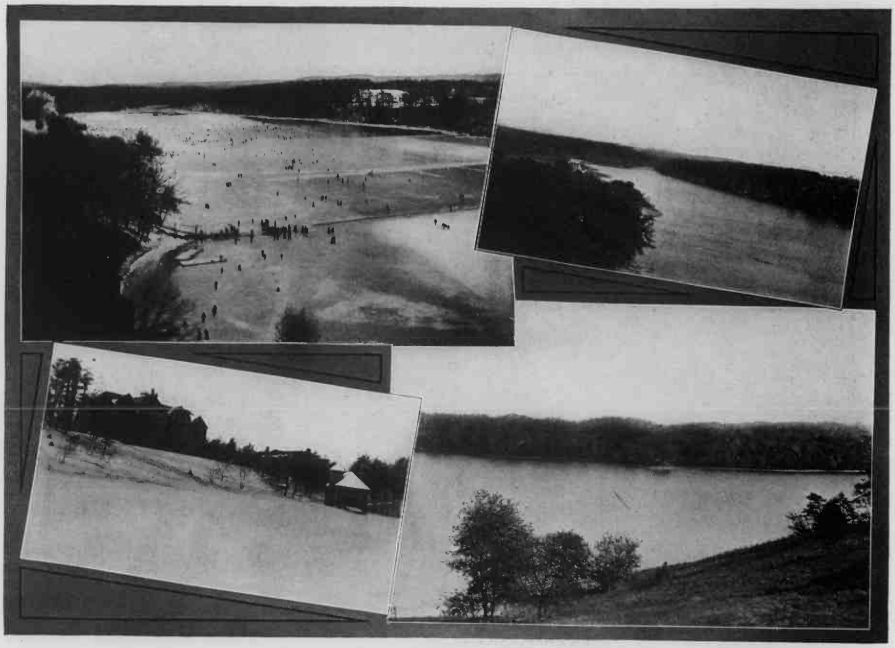
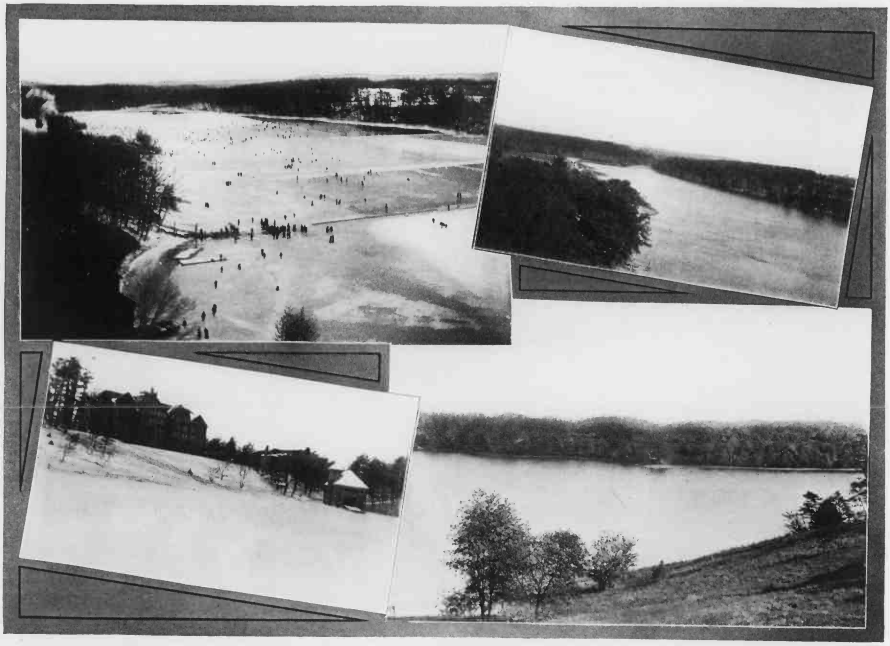


Grand Stand



30 Lake Views

31 International Lyceum — Winners Inter-Society Debate



Lake Views

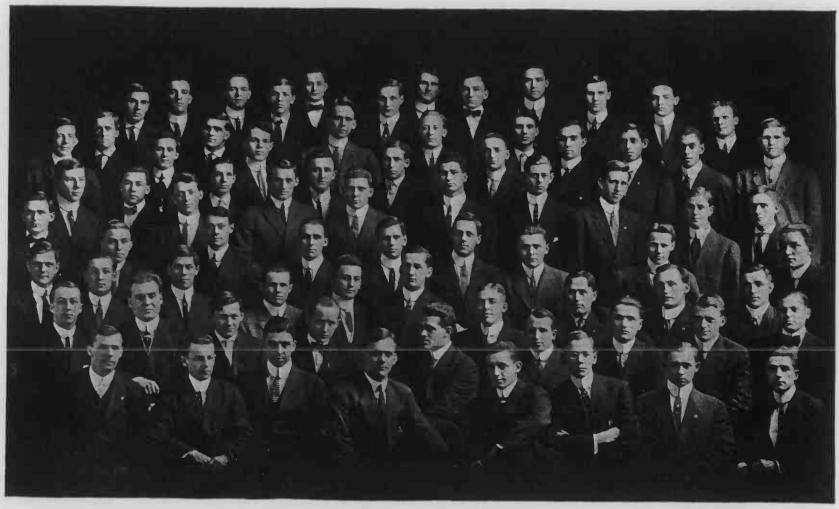
International Lyceum — Winners Inter-Society Debate

32 Senior Class, 1912

33 Junior Class

32 Senior Class, 1912

33 Junior Class

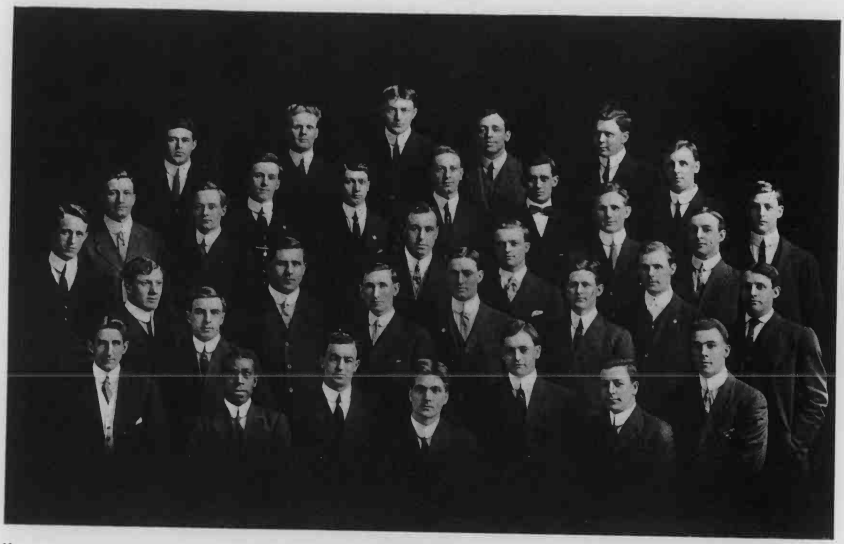


Freshman Class

Preparatory Class

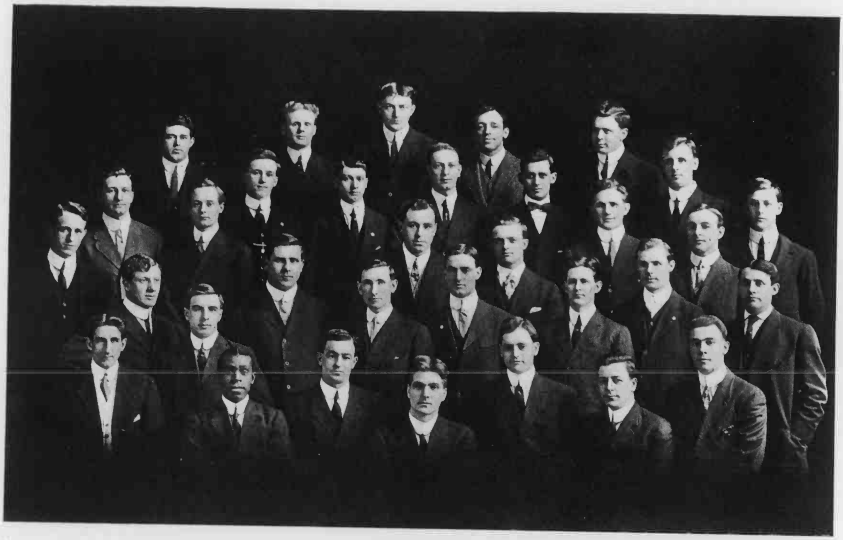
Freshman Class

Preparatory Class



British Society

Varsity Football Team



36 British Society

37 Varsity Football Team

Varsity Ice Hockey Team

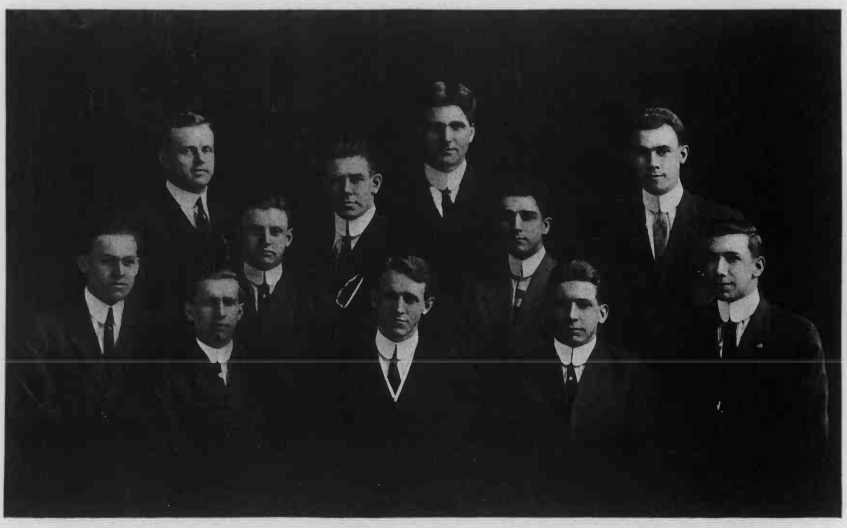
Boys' Work Institute Lecturers

Varsity Tennis Team

Varsity Ice Hockey Team

Boys' Work Institute Lecturers

Varsity Tennis Team



40 *Springfield Student* Board

41 Glee Club

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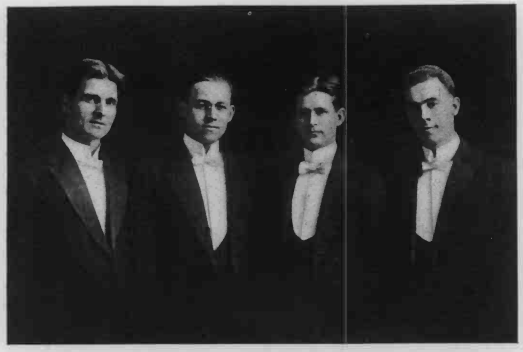
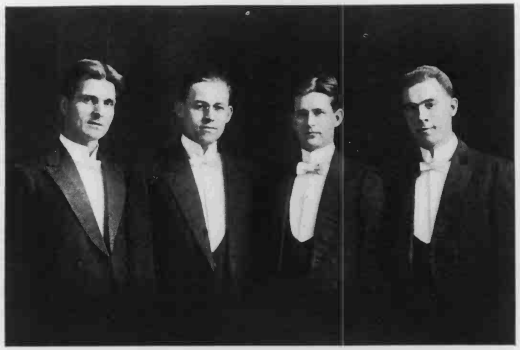
41 Glee Club



Quartet

Reception Room, Woods Hall

Student Cabinet



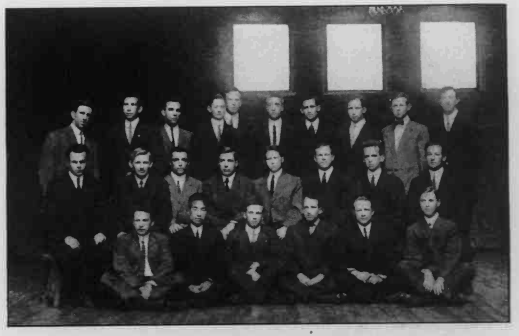
Quartet

Reception Room, Woods Hall

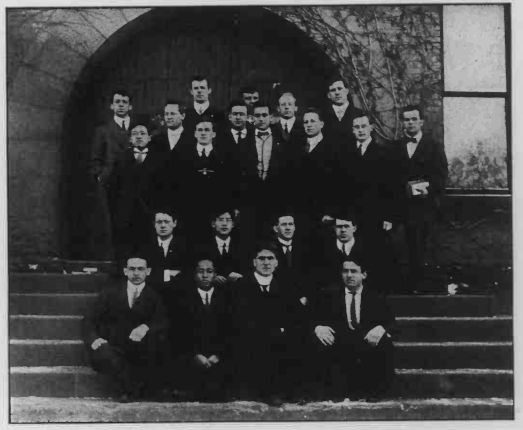
Student Cabinet

Starting on Senior Trip

Winning Team
Inter-Society Debate



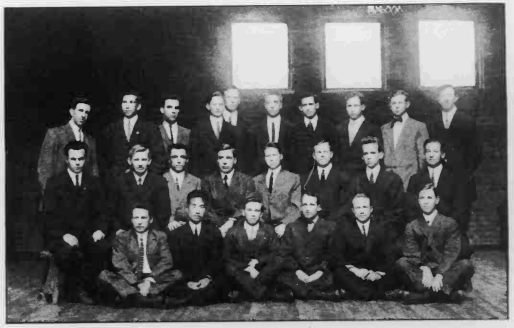
Student Teachers of English



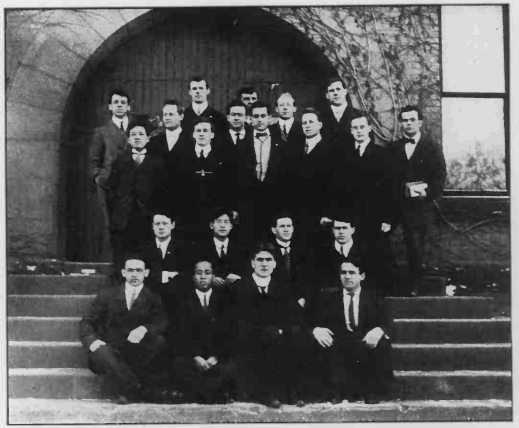
Foreign Students

Starting on Senior Trip

Winning Team
Inter-Society Debate

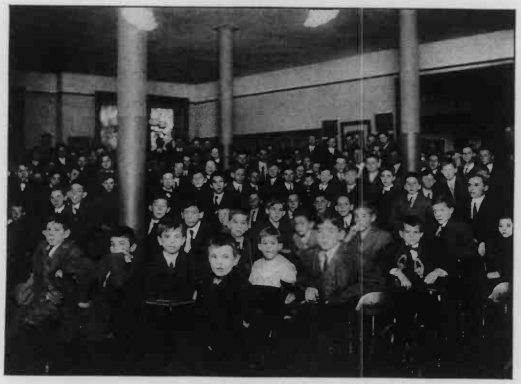


Student Teachers of English



Foreign Students

Student Bible Class

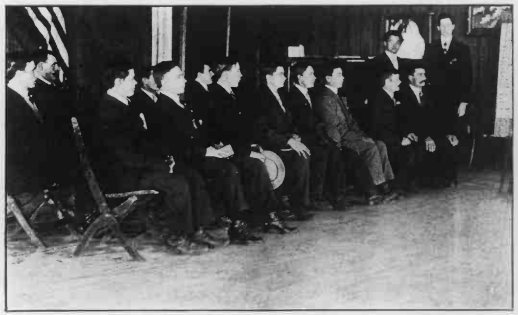


Sunday Afternoon Meeting

Teaching English to Foreigners

Student Bible Class

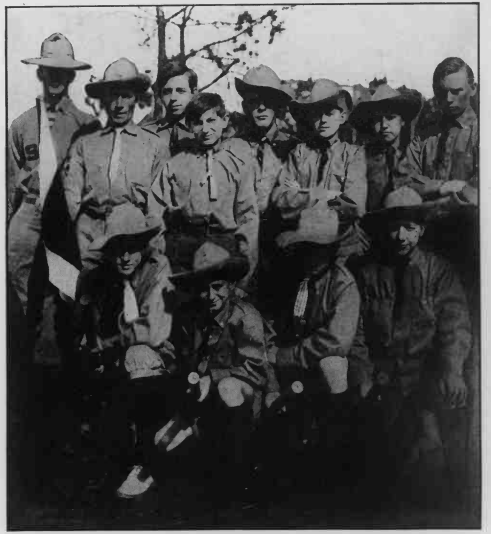
Sunday Afternoon Meeting



Teaching English to Foreigners

Mittineague, Mass., Boys' Club

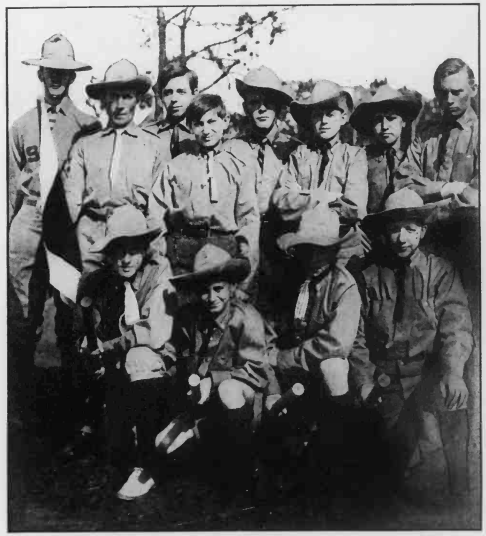
Mittineague Boys' Club



Boy Scouts

Mittineague, Mass., Boys' Club

Mittineague Boys' Club



Boy Scouts

Paul E. Theis, '91. For ten years Secretary at Paris, France. Died, 1905.

Frank J. Mahan, '93. The leader in the building movement, Lynn, Mass. Died, 1905.

Harvey L. Smith, '93. Pioneer in work among boys. Died, 1910.

Antonio R. S. Pereira, '06. One of the leaders in the work in Brazil. Died, 1910.

John W. Cook, '89. General Secretary Young Men's Christian Association, Brooklyn, N. Y.

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Association Building, San Diego, Calif.

Christian Lantz, '94. General Secretary, Salem, Mass.

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P. M. Colbert, '03. General Secretary, Wilmington, Del.

Association Building, Wilmington, Del.

H. S. Smith, '06. General Secretary, Hornell, N. Y.

Association Building, Hornell, N. Y.

P. M. Colbert, '03. General Secretary, Wilmington, Del.

Association Building, Wilmington, Del.

H. S. Smith, '06. General Secretary, Hornell, N. Y.

Association Building, Hornell, N. Y.

C. A. McLaughlin, '01. General Secretary Central Branch, St. Louis, Mo.

Association Building, Central Branch, St. Louis, Mo.

R. S. Ross, '98. General Secretary, New Haven, Conn.

Association Building, New Haven, Conn.

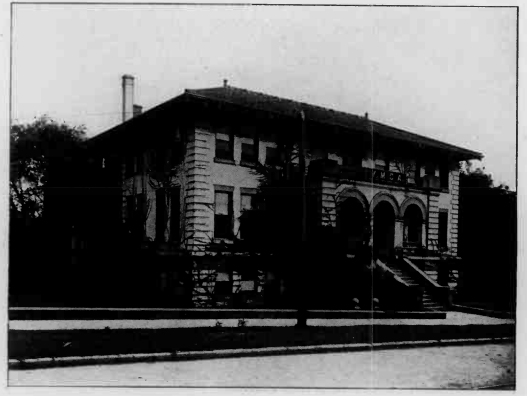
C. A. McLaughlin, '01. General Secretary Central Branch, St. Louis, Mo.

Association Building, Central Branch, St. Louis, Mo.

R. S. Ross, '98. General Secretary, New Haven, Conn.

Association Building, New Haven, Conn.

J. H. Sherrill, '99. General Secretary, Pensacola, Fla.

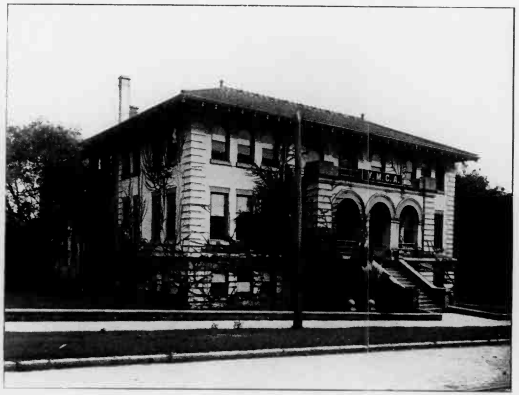


Association Building, Pensacola, Fla.

L. E. Hawkins, '98. General Secretary, Providence, R. I.

Association Building, Providence, R. I.

J. H. Sherrill, '99. General Secretary, Pensacola, Fla.



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W. F. Carey, '92. General Secretary, Lancaster, Pa.

E. L. Mogge, '95. General Secretary, Evansville, Ind.

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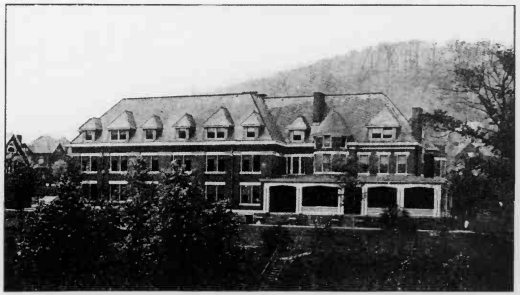

Industrial Association, Wilmerding, Pa.

Edward Tomlinson, '99. General Secretary Industrial Association, Wilmerding, Pa.

D. L. Rogers, '94. Secretary Ohio State Committee.

E. M. Robinson, '01. Secretary International Committee, Boys' Department.

J. M. Dudley, '95. Secretary International Committee, Railroad Department.

P. F. Jerome, '98. Secretary International Committee, Business Department.

R. P. Kaighn, '93. Secretary International Committee, Industrial Department.

R. P. Hamlin, '04. Secretary International Committee, Colored Men's Department.

F. E. Burgess, '07. Librarian International Committee.

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F. E. Burgess, '07. Librarian International Committee.

Stephen Jones, '07. Special Secretary, International Committee, Indian work.

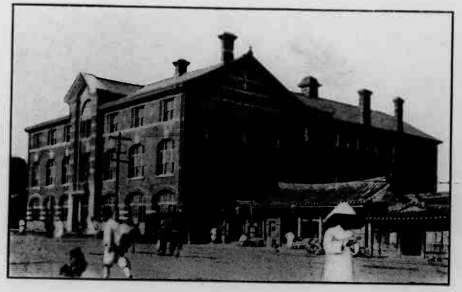
Rudolf Horner, '94. National Secretary, Lisbon, Portugal.

D. J. Van Bommel, '11. General Secretary, Constantinople, Turkey.

F. G. White, '09. General Secretary, European Branch, Hongkong, China.

Yosokichi Morise, '09. General Secretary Railroad Br., Darien, Manchuria.

P. L. Gillett, '01. Secretary International Committee, Korea.



Association Building, Seoul, Korea

Stephen Jones, '07. Special Secretary, International Committee, Indian work.

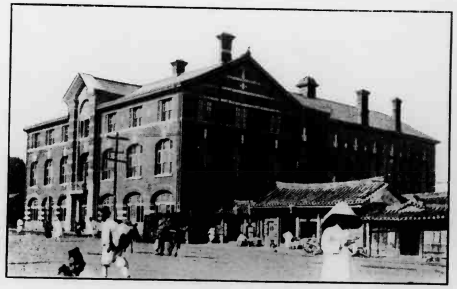
Rudolf Horner, '94. National Secretary, Lisbon, Portugal.

D. J. Van Bommel, '11. General Secretary, Constantinople, Turkey.

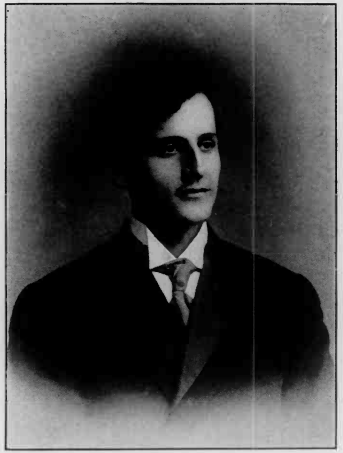
F. G. White, '09. General Secretary, European Branch, Hongkong, China.

Yosokichi Morise, '09. General Secretary Railroad Br., Darien, Manchuria.

P. L. Gillett, '01. Secretary International Committee, Korea.



Association Building, Seoul, Korea



E. L. Moraller, '04. General Secretary, St. Petersburg, Russia.

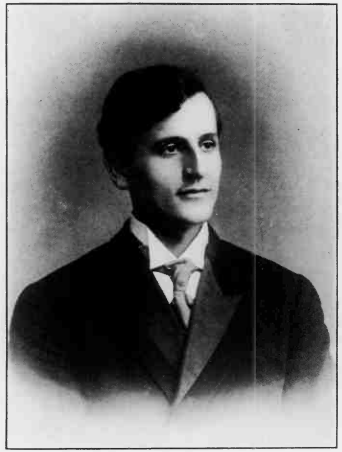
Association Building, St. Petersburg, Russia.

W. P. Woods, '13. Assistant Secretary, Johannesburg, So. Africa.

J. W. Storey, '06. Boys' Secretary, Wilson Ave. Br., Chicago, Ill.

E. M. Ryan, '11. General Secretary, Wellington, N. Z.

M. G. Bailey, '00. Boys' Secretary, Columbus, Ohio.



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M. G. Bailey, '00. Boys' Secretary, Columbus, Ohio.

A. N. Cotton, '95. Boys' Secretary, Metropolitan Board, Buffalo, N. Y.

C. B. Kern, '07. Boys' Secretary, Dayton, Ohio.

Boys' Building, Dayton, Ohio

A. M. Chesley, '00. Boys' Secretary, Washington, D. C.

H. W. McQuin, '11. Boys' Secretary, Cambridge, Mass.

Boys' Building, Washington, D. C.

A. N. Cotton, '95. Boys' Secretary, Metropolitan Board, Buffalo, N. Y.

C. B. Kern, '07. Boys' Secretary, Dayton, Ohio.

Boys' Building, Dayton, Ohio

A. M. Chesley, '00. Boys' Secretary, Washington, D. C.

H. W. McQuin, '11. Boys' Secretary, Cambridge, Mass.

Boys' Building, Washington, D. C.

R. S. Flower, '08. Boys' Secretary, Omaha, Neb.

W. W. Nigh, '05. Educational Director, Grand Rapids, Mich.

J. L. Anguish, '07. General Secretary, 55th St. Railroad Br., Chicago, Ill.

E. G. Karnes, '99. General Secretary, Railroad Br., Oakdale, Tenn.

G Everett Ingalls, '98. General Secretary, Railroad Br., Collinwood, Ohio.

G. H. Winslow, '91. General Secretary, Railroad Br., Washington, D C.

J. G. Schroeder, '02. General Secretary, Railroad Br., Hoboken, N. J.

R. S. Flower, '08. Boys' Secretary, Omaha, Neb.

W. W. Nigh, '05. Educational Director, Grand Rapids, Mich.

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J. G. Schroeder, '02. General Secretary, Railroad Br., Hoboken, N. J.

F. G. Marshall, '90. Provincial Secretary, Maritime Provinces.

T. D. Patton, '92. General Secretary, Winnipeg, Man.

L. W. Archibald, '93. General Secretary, Yarmouth, N. S.

J. M. Carson, '10. General Secretary, Quebec, Que.

T. W. Balderston, '11. Boys' Secretary, Ottawa, Ont.

T. S. Smith, '11. General Secretary, Sydney, N. S.

Association Building, Ottawa, Ont.

F. G. Marshall, '90. Provincial Secretary, Maritime Provinces.

T. D. Patton, '92. General Secretary, Winnipeg, Man.

L. W. Archibald, '93. General Secretary, Yarmouth, N. S.

J. M. Carson, '10. General Secretary, Quebec, Que.

T. W. Balderston, '11. Boys' Secretary, Ottawa, Ont.

T. S. Smith, '11. General Secretary, Sydney, N. S.

Association Building, Ottawa, Ont.

A. E. Pryke, '11. General Secretary, Brandon, Man.

A. R. Pixley, '11. Boys' Secretary, St. John, N. B.

J. H. Storr, '11. General Secretary, Paris, Ont.

W. S. Richardson, '91. Religious Work Director Univ. of Minn., Minneapolis, Minn.

C. K. Brown, '10. State College Secretary, Ohio.

L. C. Bradshaw, '03. Financial Secretary, Kansas City, Mo.

John Roy, '05. Financial Secretary, 23rd St. Branch, New York City.

C. F. Powlison, '89. General Secretary, Child Welfare Committee, New York City

A. E. Pryke, '11 General Secretary, Brandon, Man.

A. R. Pixley, '11. Boys' Secretary, St. John, N. B.

J. H. Storr, '11. General Secretary, Paris, Ont.

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A. Pirazzini, '96. Instructor Bible Teachers' Training School, New York City.

C. S. McGown, '95. Chancellor American International College, Springfield, Mass.

J. J. Davey, '94. Director Covode Settlement House, Pittsburg, Pa.

E. S. Conklin, '08, Professor of Psychology, University of Oregon, Eugene, Ore.

J. A. Rath, '04. Superintendent Palama Settlement, Honolulu, Hawaii

C. A. Dickinson, '10. Director Ruggles St. Settlement House, Roxbury, Mass.

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SECRETARIAL ALUMNI

International Y. M. C. A. College

Springfield, Mass.

* Graduate

I. ASSOCIATION WORK

(1) Foreign and Canal Zone

*Gillett, P L	BH	1901	Int'l Sec	Seoul Korea
*Horner, Rudolf		1894	Nat'l Sec Portugal	Lisbon Portugal
Jessop, William		1898	Gen Sec Anglo-Saxon Br	Calcutta India
*Mann, Leon	BH	1909	Gen Sec	Le Havre France
*Marchand, L	BH	1911	Ass't Sec	Paris France
*Miyata, Morie	BH	1911	Gen Sec	Kobe Japan
*Moraller, E L	BH	1904	Gen Sec	St. Petersburg Russia
*Morise, Y	BH	1909	Gen Sec R R Br	Darien Manchuria
*Nathanielsz, C E V	BH	1911	Gen Sec Bambalapitiya Br	Colombo Ceylon
Ryan, E M		1911	Gen Sec	Wellington N Z
*Van Bommel, D J	BH	1911	Gen Sec	Consta'ple Turkey
*White, F G	BH	1909	Gen Sec Anglo-Saxon Br	Hongkong China
Woods, W P		1913	Ass't Sec	Johannesburg So Africa

(2) Supervisory and Training

Brown, C K		1910	State College Sec	Columbus Ohio
*Burgess, F E	BH	1907	Int'l Sec Hist Libr	New York City
*Cheney, R L	BS BH	1901	Dir Sec Course Y M C A College	Springfield Mass
*Dudley, J M		1895	Int'l Sec R R Dept	Montreal Que
*Greeley, A H	BH	1898	State Sec New York	New York City
*Hamlin, R P		1904	Int'l Sec Col Dept	Washington D C
*Jerome, P F		1898	Int'l Com Bus Sec	New York City
*Jones, S S		1907	Int'l Sec Indian Dept	Santee Nebr
Kaighn, R P		1893	Int'l Sec Indus Dept	New York City
Marshall, F G		1890	Maritime Sec	New Glasgow N S
Robinson, E M		1901	Int'l Sec Boy's Work Dept	New York City
*Rogers, D L		1894	Field Sec State Com	Columbus Ohio
*Seerley, F N MD BPh	MH	1890	(Phys) Instr Y M C A College	Springfield Mass
*Simons, J F	BH	1900	Registrar & Supt Property Y M C A College	Springfield Mass
*Smith, H S	BH	1906	Promotion Sec Y M C A College	Springfield Mass

(3) General Secretaries

*Armstrong, J C	BH	1903	Associate Metropolitan Sec	Brooklyn N Y
*Allen, E K	BH	1902		Burlington Vt

*Anguish, J L		1907	55th St R R Dept	Chicago Ill
*Archibald, L W		1893		Yarmouth N S
*Baldwin, H A		1891	E Liberty Br	Pittsburg Pa
*Boucher, C R		1887	Army Sec	Fort Moultrie S C
*Brown, M F	BH	1907		Gloucester Mass
*Carey, W F		1892		Lancaster Pa
*Carson, J M	BH	1910		Quebec Que
*Chapin, W H	BH	1898		Newport R I
*Colbert, P M	BH	1903		Wilmington Del
*Colton, O C		1889		Fort Collins Colo
*Cook, J W	MH	1889	Metropolitan Sec	Brooklyn N Y
*Cunningham, C F W		1904		Jamestown N Y
*D'Antonio, J	BH	1911		Rhinebeck N Y
*Davis, A B	BH	1898	No Cent R R Dept	Elmira N Y
*Davis, W H	BH	1892	Associate	Cambridge Mass
*Day, G E	BH	1893		Somerville Mass
*Day, L E	BH	1906	Wash Ht's Br	New York City
*Dickson, H D	BH	1890		Dayton Ohio
Dillon, W S		1901		Manchester N H
*Doolittle, S B		1899		Willimantic Conn
Edgerly, E F		1910	(Phys)	Doty Wash
Edwards, J H		1890		Reading Pa
*Fagg, F D	BH	1888		San Diego Cal
*Fiske, H M	BH	1911		Delaware Ohio
*Fleming, C E	BH	1910		Saratoga Sp'gs N Y
*Freeman, J P	BH	1908		Stamford Conn
*Gay, E G		1896		Lawrence Mass
*Gillett, B W		1887		Haverhill Mass
Goodyear, E F		1903	(Phys)	Waterbury Conn
*Green, C A		1903		Madison N J
Hainsworth, A A		1910		Peterborough Ont
Hall, E M		1910		Raleigh N C
*Hawkins, L E	BH	1898		Providence R I
*Hoffman, J I	BH	1910		Coatesville Pa
*Ingalls, G E		1898	L S & M S R R Dept	Collinwood Ohio
Irwin, G H		1907		Auburn N Y
Jackson, J P		1889		Atlanta Ga
Karnes, E G		1899	R R Dept	Oakdale Tenn
*Killam, Frank		1895	(Phys)	Perth Amboy N J
*Lantz, C	BH	1894		Salem Mass
*Lantz, J P		1898		Elizabeth N J
*Marks, O V		1907	R R Dept	Roanoke Va
*Maylott, W F		1895		Winsted Conn
*McLaren, G A		1903	(Phys)	Niagara Falls N Y
*McLaughlin, C A		1901	Central Br	St Louis Mo
*Merrill, H W	BH	1903		Atlantic City N J
Messler, F A		1903		Danville Pa
*Metts, Fred		1903		Santa Cruz Cal
*Mogge, E L		1895		Evansville Ind
*Moyer, E D		1895		Easton Pa
Morong, W F		1906	R R Dept	Island Pond Vt
Murray, M K		1890		Hyde Park Mass
Nason, S K		1899	(Phys)	Malden Mass
Nesbitt, J A		1900	(Phys) R R Dept	Renovo Pa
*Northcott, H W	BH	1909	26th Ward Br	Brooklyn N Y
*Patton, T D	MH	1892		Winnipeg Man

Perkins, W T		1911	(Phys)	Norwich N Y
*Porter, F J	BH	1910		Keene N H
*Pryke, A E	BH	1911		Brandon Man
*Robbie, K		1902		Springfield Mass
*Ross, R S	BH	1898		New Haven Conn
*Russell, R W		1908		Olean N Y
*Schroeder, J G		1902	R R Dept	Hoboken N J
Sharman, J D		1907		Salem N J
*Sherrill, J H		1899		Pensacola Fla
*Smith, F L	BH	1911		Hornell N Y
*Smith, T S	BH	1911		Sydney N S
*Steiner, J A	BH	1905		Beloit Wis
*Stilmar, L H		1908		Passaic N J
*Storr, J H	BH	1911		Paris Ont
Teague, F W		1889		Concord N H
Tomlinson, E		1899	Indus Ass'n	Wilmerding Pa
*Tucker, R D		1906		Cadillac Mich
Vose, E W		1904		Newburg N Y
Werner, G F		1905		Michigan City Ind
*Whitbeck, W S		1909	R R Dept	Fort Wayne Ind
*Wilson, S B	BH	1902		New Rochelle N Y
*Winslow, G H	BH	1891	Terminal R R Dept	Washington D C

(4) Boys' Secretaries

Baily, M G		1900		Columbus Ohio
*Balderston, T W	BH	1911		Ottawa Ont
*Baraw, A G	BH	1911		Lancaster Pa
*Bingeman, C W		1909		Plainfield N J
*Bissell, M L	BH	1911		Newton Mass
*Bradshaw, A T		1911	Selkirk Ave Br	Winnipeg Man
*Chesley, A M		1900	(Phys)	Washington D C
Cotton, A N		1895	City Sec	Buffalo N Y
Cumming, F A		1912		Burlington Vt
*Flower, R S		1908		Omaha Nebr
*Fox, O J	BH	1912		Grand Rapids Mich
*Hamilton, H H	BH	1907	Boys' Sec	Brantford Ont
*Grobb, F I		1902	(Phys)	Edmonton Alta
*Kern, C B	BH	1907		Dayton Ohio
Leggat, H C		1907		Worcester Mass
*Lester, S F		1900		Troy N Y
Long, H W		1906	(Phys) Ass't	Washington D C
*McQuin, H W	BH	1911		Cambridge Mass
*Pixley, A R	BH	1911		St John N B
*Smith, J C		1912		Hornell N Y
Stanley, F A		1906		Hartford Conn
*Storey, J W		1906	Wilson Av Br	Chicago Ill
*Wakeling, C R	BH	1911		Springfield Mass

(5) Other Heads of Departments

*Ackerman, E G		1903	Ass't Educ Dir	Cincinnati Ohio
Andrew, F W		1912	(Phys) Ass't Employ Dir	Springfield Mass
*Best, E M	BH	1911	Ass't Educ Dir West Side Br	New York City

*Bradshaw, L C		1903	Fin Sec	Kansas City Mo
*Coe, G A	BH	1909	Educ Dir	Springfield Mass
*Laudenslager, I A		1904	Employ & Ass't Sec	Minneapolis Minn
*Maylott, J T	BH	1901	Mem & Soc Sec Central Br	Baltimore Md
Nigh, W W		1905	Educ Dir	Grand Rapids Mich
*Parks, W S		1890	Fin Sec	Memphis Tenn
*Roy, John		1905	Fin Sec 23rd St Br	New York City
*Russell, H W		1904	Soc Sec	Detroit Mich
*Smith, S L		1904	Rel Work Dir	Newark N J
*Stokes, A	BH	1898	Rel Work Dir Central Br	Brooklyn N Y
*Wilson, L C	BH	1911	Mem Sec	Beaumont Texas

(6) Assistants

*Baker, G C	BH	1910		Bridgeport Conn
*Camp, J G		1898	Mgr Restaurant Bowery Br	New York City
Chapman, D C		1887	Collector & Office Work	Portland Ore
*Gale, F E	BH	1911	Associate Sec & Ass't Boys' Work Dir	Gloucester Mass
Hannum, G W		1903		Pittsfield Mass
*Jackson, R B		1910		Calgary Alta
Ketcham, G E		1905	(Phys)	Newark N J
Lerchen, E H		1908	(Phys)	Detroit Mich
Meissner, G A		1913	Office Work	Freeport Ill
*Twichell, H S	BH	1908		Albany N Y

II. SOCIAL AND WELFARE WORK

*Davey, J J		1894	Dir Covode Settlement House	Pittsburg Pa
*Dickinson, C A		1910	Dir Ruggles St Settlement House	Roxbury Mass
*Gilman, G B		1905	Dir Colchester Boys' Club	Colchester Conn
Hadcock, P W		1911	Supervisor Christ Church Ass'n	Richmond Va
Mathews, L R		1912	Boys' Work, Lyme Church	Lyme Conn
*Merrill, F H		1895	Gen Sec West End Presby Church	New York City
Preston, T D		1909	Asst to pastor Flatbush Cong Church	Brooklyn N Y
*Powlison, C F		1889	Gen Sec Child Welfare Committee	New York City
*Randal, E G		1898	Supt J Clement French Indus Home for Men	Newark N J
*Rath, J A	BH	1904	Supt Palama Settlement	Honolulu Hawaii
Sannella, F		1913	Boys' & Missionary Work Among Italians	Portland Ore
*Shaw, E D	BH	1909	Gen Sec Morris Memorial	Chatham N Y

III. RELIGIOUS AND GENERAL EDUCATION

Allen, H M		1907	Prof Bible, Psychology & Sociology, Normal School of Phys Education	Battle Creek Mich
*Allen, W E		1895	(Phys) Asst Zoology Univ of Illinois	Urbana Ill
*Almeida, A		1902	Sec Professional Inst State of Rio Grande de Sul	Porto Alegre Brazil
Colton, H D		1910	(Phys) Principal High School	Walpole Mass
*Conklin, E S	BH	1908	Ass't Prof Psychology Univ of Oregon	Eugene Ore
*Cowles, G B		1891	Prin Boys' School	Natal So Africa
*Currier, W G	BH	1904	Teacher State Normal School, Principal of Model School	Hyannis Mass
*Daum, W F		1890	Teacher Bible Teachers Training School	New York City
*Fison, H W		1891	Lib Williamsburg Br Brooklyn Public Lib	Brooklyn N Y
House, H E		1887	Field Sec Canton Christian College, Canton, China	Los Angeles Cal
*McGown, C S		1895	Chancellor American Int'l College	Springfield Mass
*Ninde, W E		1891	(Phys) Ass't Prof Mechanical Engineering Syracuse Univ	Syracuse N Y
*Pirazzini, A		1896	Dir Italian Dept and Prof Hebrew Exegesis Bible Teachers Tr School	New York City
Richardson, W S		1891	Rel Work Dir College Y M C A Univ of Minnesota	Minneapolis Minn
*Tucker, C R		1897	Instr Tottenville Annex Curtis High School	Tottenville S I
Wagner, R A		1912	Teacher Manual Training	Springfield Ohio

IV. MINISTRY AND EVANGELISTIC WORK

Carruthers, F F		1889	Evangelistic Work	Hastings Nebr
Crippen, J B		1890	Pastor Methodist Church	Eau Gallie Fla
*Curtin, J T		1904	Pastor M E Church	Willet N Y
*Duncan, E W	BH	1907	Pastor Bay View Baptist Church	Milwaukee Wis
Francis, E F		1892	Pastor Baptist Church	West Medford Mass
Fulton, R N		1896	Pastor Fourth Presby Church	Indianapolis Ind
Grant, D M		1891	Pastor Clifton Presby Church	Cincinnati Ohio

*Hildner, E G		1893	Pastor First Presby Church	Princeton Ind
Hooper, E		1907	Pastor Methodist Churches	East Colrain & Leyden Mass
James, M		1910	Pastor Berean Temple Baptist Church	Dorchester Mass
*King, E A	BH	1894	Pastor Cong Church	North Yakima Wash
*MacPhie, D A		1889	Gen Sec Evangelical Alliance of Greater Boston	Boston Mass
*McCay, N C		1890	General Evangelistic Work	Stockton Cal
*Medd, Henry	BH	1891	Pastor First Methodist Church	Southampton L I
*Merwin, M K		1891	Supplying Pulpits	Nunda N Y
*Meyer, F W		1890	Pastor Emmanuel Lutheran Church	Baltimore Md
*Moule, Herbert		1904	Pastor Amherst Park Cong Church	Montreal Que
*Page, J C		1895	Pastor Second Cong Church	Denver Colo
*Shepard, A G		1888	Pastor Friends' Church	Glens Falls N Y
Stephens, D C		1894	Pastor Presby Church	West Lawrencetown N S
*Thompson, E E		1904	Pastor First Baptist Church	Windsor Ont
Waldron, Chas		1889	Pastor Grace Methodist Church	Port Richmond S I
*Wittig, R L		1900	(Phys) Pastor Methodist Church	Basic City Va
Wood, N A		1890	Pastor Baptist Church	Rumney N H

MSH 23054

END OF
TITLE